Labour Market Agreement for Persons with Disabilities (LMAPD)

LMAPD Report 2008 – 2009

Manitoba
Building for the Future

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Introduction

INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Report describes activities that were cost-shared under the LMAPD during the 2008/09 fiscal year. Societal indicators of labour market participation in Manitoba for 2007 from Statistics Canada's Survey of Labour and Income Dynamics data are also included.

The LMAPD provides for the transfer of federal funding to the provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities in the labour market. Programs and services eligible for funding under the LMAPD must recognize the unique labour market challenges faced by persons with disabilities and consider the distinct needs of each individual when determining the interventions required to prepare for, attain and retain employment.

BACKGROUND

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons (VRDP) Agreement established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities.

On April 1, 1998, the Employability Assistance for People with Disabilities (EAPD) Agreement replaced the VRDP. The Canada-Manitoba EAPD Agreement was a five-year, cost-sharing arrangement covering the period April 1, 1998 to March 31, 2003. The EAPD placed a stronger focus on employment within programs funded to assist persons with disabilities. The EAPD was later extended to March 31, 2004 while governments negotiated a successor agreement. On April 1, 2004, the LMAPD replaced the EAPD.

CANADA-MANITOBA LMAPD

The Canada-Manitoba LMAPD was initially a two-year cost-sharing arrangement between the Government of Canada and the Government of Manitoba covering the period April 1, 2004 to March 31, 2006. The LMAPD had a series of extensions and will continue to March 31, 2011. The LMAPD outlines the funding arrangements between federal and provincial governments to provide programs and services that will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The new LMAPD multilateral framework provides greater flexibility in funding activities and increased accountability requirements which focus on outcomes and public reporting.

Priority Areas to be Addressed

Under the LMAPD, provincial and territorial governments have the flexibility to determine the programs and services to be funded in their jurisdictions, provided that the programs and services are consistent with the following priority areas:

- Education and Training – improve the level of basic and post-secondary education, and work-related skills for people with disabilities;
- Employment Participation – improve the labour market situation and independence of people with disabilities through employment-related activities;
- Employment Opportunities – expand the availability, accessibility and quality of employment opportunities for people with disabilities, in partnership with business and labour;
- Connecting Employers with Persons with Disabilities – enhance awareness of the abilities and availability of people with disabilities, and strengthen people with disabilities' knowledge of labour market opportunities; and
- Building Knowledge – enhance the knowledge base which contributes to continuous improvement of labour market policies and programs for people with disabilities.

Agreement

Federal Contribution

The Government of Canada initially agreed to contribute 50 percent of the expenditures that Manitoba incurs in providing eligible programs and services under the LMAPD, up to a maximum of $7,914.0 million annually for the initial two-year period of the Agreement.

The March 2004 federal budget included an additional $30 million nationally for Labour Market Agreements for Persons with Disabilities. Beginning in 2004/05, this additional funding was allocated on a per capita basis, following deductions of funds required to create a base funding level of $1.25 million for smaller jurisdictions (Prince Edward Island, Yukon, Northwest Territories and Nunavut).

This new funding provided an additional $1,051.0 million for Manitoba, resulting in an increase in the federal contribution level from $7,914.0 million to $8,965.0 million annually.

PRINCIPLES OF LMAPD

The LMAPD is guided by the following principles:

- Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
- A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
- Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
- Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
- Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
- Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Metis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy; and
- Accountability and reporting to citizens in order to demonstrate results and inform program and policy development is a foundation of this framework.

Accountability

ACCOUNTABILITY REQUIREMENTS

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situation of persons with disabilities. As the LMAPD emphasizes accountability to stakeholders and the general public, a key part of the LMAPD is the accountability framework which includes the following components:

- reporting on program indicators;
- reporting on societal indicators; and
- evaluation.

The LMAPD multilateral framework requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

Program Indicators

The LMAPD requires government to report annually on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities. Program indicators include:

- number of people actively participating in programs;
- number of people successfully completing programs;
- number of people completing employment preparation programs who subsequently progress to other interventions;
- number of people employed after participation; and
- number of people sustained in employment in the case of vocational crisis.

Each program area is responsible for developing mechanisms to track these indicators. As a result, some participants may be counted more than once if they receive services from more than one program area.

Societal Indicators

The LMAPD also requires government to report annually on societal indicators of labour market participation of persons with disabilities. Societal indicators include:

- employment rate;
- employment earnings; and
- education attainment.

Evaluation

Evaluation activities are intended to measure the long-term and qualitative impacts and outcomes of programs and services for persons with disabilities cost-shared under the LMAPD.

As part of the new multilateral framework for the LMAPD, the federal government agreed to fully fund a demonstration evaluation of Manitoba EAPD/LMAPD programming. The demonstration evaluation assessed EAPD/LMAPD programming rationale and relevance to the needs of persons with disabilities, reviewed design and delivery processes, and examined the extent to which services reflect best practices.

The phase one Canada-Manitoba EAPD Evaluation Framework and Methodology Report was received in April 2005. Phase two consisted of the actual evaluation activity as supported by the Framework and Methodology Report. The final EAPD/LMAPD Evaluation Summary Report was completed in June 2009 and is anticipated to be released in early 2010.

Components

COMPONENTS OF MANITOBA LMAPD PROGRAMMING

The three departments that are cost-shared under the LMAPD and provide employment-focused services to assist eligible participants with disabilities in preparing for, obtaining and maintaining employment are:

- **Manitoba Family Services and Housing** - adults with mental, physical, psychiatric, or learning disabilities;
- **Manitoba Health** - adults with psychiatric disabilities, as well as adults with drug or alcohol addictions;
- **Manitoba Education, Citizenship and Youth** - students with a disability.

The following table provides a summary of 2008/09 expenditures by department.

LMAPD
ADMINISTRATION AND PROGRAM EXPENDITURES ($000)
2008/09

Department	Administration	Program	Total
Family Services and Housing	1,733.0	8,330.7	10,063.7
Health	2,556.8	13,376.8	15,933.6
Education, Citizenship & Youth	0.0	214.3	214.3
Total Expenditures	**4,289.8**	**21,921.8**	**26,211.6**
Federal Contribution*	**1,344.7**	**7,620.2**	**8,964.9**
Provincial Contribution	**2,945.1**	**14,301.6**	**17,246.7**

* For purposes of this report, administrative costs constitute no more than 15 percent of the total annual federal contribution.

FAMILY SERVICES AND HOUSING PROGRAMS

The Department of Family Services and Housing is committed to improving the quality of life for Manitobans through furthering the social, economic and labour market inclusion of all citizens. The Department strives to ensure that diversity is respected, that people feel accepted and valued, and live with dignity and security. To achieve this goal, Family Services and Housing works with the community to support Manitoba children, families and individuals to achieve their fullest potential.

Description of Programs and Services

Programs and services supported by Manitoba Family Services and Housing that are eligible for funding under the LMAPD include: the Vocational Rehabilitation Program, Enhanced Vocational Rehabilitation Services, Day Services Follow-up Services, additional Employment and Income Assistance (EIA) Benefits, EIA Work Incentive Program, and the market*Abilities* Initiatives.

Vocational Rehabilitation Program

The Vocational Rehabilitation Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment in order to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force.

The Vocational Rehabilitation Program is delivered by Vocational Counsellors in Manitoba Family Services and Housing regional offices, the Regional Health Authorities and three designated agencies that receive provincial funding to deliver services to specific disability groups. The three designated agencies are:

- **Canadian National Institute for the Blind-MB Division (CNIB)** Provides vocational assessment, training, counselling, job placement services and adjustment training programs for daily living for participants with visual disabilities;

- **Canadian Paraplegic Association (CPA) (Manitoba) Inc.** Provides counselling, assessment, vocational training and job placement services to participants with spinal cord injuries; and
- **Society for Manitobans with Disabilities (SMD) Inc.** Provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities.

The Vocational Rehabilitation Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven Employment and Training Centres. These centres share a common goal of assisting program participants to prepare for, obtain and maintain employment. Each centre has developed its own method of achieving this objective and serves a different disability group. The seven centres are:

- **Career Connections Inc.** – located in Brandon, provides work assessment, work training and follow-up services to individuals with a mental, physical, psychiatric, or learning disability in western Manitoba;
- **Employment Preparation Centre** – located in Winnipeg and operated by the Society for Manitobans with Disabilities Inc. to provide work assessment, work training and follow-up services to persons with a physical, psychiatric or learning disability in central, eastern, northwest and northern Manitoba;
- **Connect Employment Services Ltd.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability;
- **Premier Personnel Corp.** – located in Winnipeg, provides school-to-work transition services and follow-up services to persons with a mental disability;
- **Skills Unlimited's Sair Centre of Learning** – located in Winnipeg, provides work assessment, work training and follow-up services to persons primarily with a psychiatric or learning disability;
- **SCE Lifeworks Inc.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability; and
- **Segue Career Options Inc.** – located in Winkler, provides work assessment, work training and follow-up services to persons with a psychiatric, physical or learning disability in south-central Manitoba.

The LMAPD cost-shared activities of the Vocational Rehabilitation Program can be divided into three components:

- Administration;
- Service Coordination; and
- Training.

Administration

The Service Delivery Support Branch of the Community Service Delivery Division of Manitoba Family Services and Housing provides policy direction to the provincial staff, designated agencies and external service providers who deliver the Vocational Rehabilitation Program. Service Delivery Support staff also approves and monitors the funding for goods and services provided under the program to assist eligible participants in preparing for, obtaining and maintaining employment.

Manitoba Family Services and Housing also plays a coordinating role in the administration of the LMAPD for the Province of Manitoba. This includes ensuring programs cost-shared under the LMAPD meet the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD) and the Employment and Training Centres.

Service Coordination

The Vocational Rehabilitation Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centered, with the Vocational Counsellor acting as an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The Vocational Counsellor coordinates the delivery of a range of goods and services required by the participant to achieve this goal.

The activities of the Vocational Counsellor vary for each participant and can include:

- Determining eligibility for the Vocational Rehabilitation Program;
- Basic assessment;
- Pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- Development of an individualized vocational plan;
- Coordination of services required to implement and support the plan;
- Direct assistance in job search and employment placement; and
- Monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

Training

When the vocational plan includes formal educational or skill training, the Vocational Counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the Vocational Rehabilitation Program's Individual Vocational Rehabilitation Training Fund which provides funding for educational and vocational training.

In situations where the vocational plan includes more practical hands-on training, the Vocational Counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an Employment and Training Centre. These centres generally provide assessments and work training in regular, community-based employment settings. Occasionally, the Vocational Counsellor will arrange work training directly with an employer, usually in areas not served by one of the Employment and Training Centres.

When the participant demonstrates employment readiness, the Vocational Counsellor will assist directly or indirectly with job placement activities as well as a range of support services. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment and interpreting services during an orientation period. Follow-up services, including a limited amount of job coaching, are generally purchased from Employment and Training Centres.

Other Options, Services and Supports

In 2000/01, the Vocational Rehabilitation Program was expanded to include the following two options and services:

- Self-Directed Vocational Rehabilitation; and
- School to Work Transition.

Self-Directed Vocational Rehabilitation

The self-directed option provides persons with disabilities a choice in how they can apply for Individualized Vocational Rehabilitation Training Funding. This choice allows eligible participants who do not want or need assistance from a Vocational Counsellor the opportunity to submit requests for funding assistance. A review committee, consisting of community representatives and Vocational Rehabilitation Program staff from Manitoba Family Services and Housing, review self-directed applications and forward recommendations to the Service Delivery Support Branch for approval.

School to Work Transition

School to Work Transition provides funding supports to assist participants in obtaining and maintaining competitive employment. Funding is provided to purchase job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

Program Participants

The following tables provide information on the primary disability of Vocational Rehabilitation Program participants and on the region or agency providing case management services as at the end of March 2009.

VOCATIONAL REHABILITATION PROGRAM AS AT MARCH 31, 2009	
Disability	**Number of Participants**
Mental	656
Hearing	198
Learning	348
Physical (other than hearing or visual disability)	777
Psychiatric	874
Visual	317
Total	**3,170**

VOCATIONAL REHABILITATION PROGRAM AS AT MARCH 31, 2009	
Region / Agency	**Number of Participants**
Family Services and Housing Regional Offices	
Central	62
Eastman	89
Interlake	39
Northern	20
Parkland	49
Westman	250
Winnipeg	1,222
Subtotal	**1,731**
The Canadian National Institute for the Blind (CNIB)	318
Canadian Paraplegic Association (CPA)	146
Society for Manitobans with Disabilities (SMD)	798
Reaching E-Quality Employment Services	17
Self Directed	15
Mental Health	145
Subtotal	**1,439**
Total	**3,170**

In addition to the service coordination provided by the Vocational Counsellors, 1,179 participants received funding from the Individual Vocational Rehabilitation Training Fund in 2008/09.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND
2008/09

Disability	Number of Participants
Mental	188
Hearing	69
Learning	152
Physical (other than hearing or visual disability)	291
Psychiatric	438
Visual	41
Total	**1,179**

Program Results Indicators

Information on the five program indicators for 2008/09 is provided in the following table. Some participants received more than one service throughout the year and are counted more than once.

VOCATIONAL REHABILITATION PROGRAM 2008/09	
LMAPD Program Indicators	**Number of Participants**
1. Number of people actively participating in programs	3,618
2. Number of people successfully completing programs	695
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	1,468
4. Number of people employed	1,046
5. Number of people maintained in employment in the case of vocational crisis	174

The following table provides information on the number of hours and types of employment for participants during 2008/09. Some participants were employed by more than one employer and are counted more than once.

VOCATIONAL REHABILITATION PROGRAM 2008/09	
Type of Employment[1]	**Number of Participants**
1-15 hours per week, casual or seasonal	79
1-15 hours per week, term	30
1-15 hours per week, permanent	81
16-30 hours per week, casual or seasonal	52
16-30 hours per week, term	60
16-30 hours per week, permanent	268
31 or more hours per week, casual or seasonal	37
31 or more hours per week, term	55
31 or more hours per week, permanent	413
Total	**1,075**

Information is also provided on the reasons participants did not complete or progress in their programs during 2008/09, as determined by their Vocational Counsellor. Some participants had more than one reason and are counted more than once.

VOCATIONAL REHABILITATION PROGRAM 2008/09	
Reason for Not Completing Program	**Number of Participants**
Continuing in plan	1,323
Plan in development	501
Found employment	157
Disability-related reasons	875
Family / personal matter	446
Other funding not available	4
Could not access program of choice	21
No longer interested in program or plan	326
Other source of funding	18
Moved	54
Retired	8
Deceased	11
Other	254
Don't Know	125
Total	**4,123**

VOCATIONAL REHABILITATION PROGRAM 2008/09	
Reason for Not Progressing in Program	**Number of Participants**
Plan in development	286
Disability-related reasons	610
Family / personal matter	315
Lack of motivation	198
Voluntary withdrawal	228
Supports / funding not available	8
Other	196
Don't Know	170
Total	**2,011**

Expenditures

The following table provides a breakdown of Vocational Rehabilitation Program expenditures eligible for cost-sharing under the LMAPD for 2008/09.

VOCATIONAL REHABILITATION PROGRAM
2008/09

Component		Expenditures ($000)		
		Administration	Program	Total
Administration		1,733.0	0.0	1,733.0
Service Coordination		0.0	3,608.8	3,608.8
Training*		0.0	3,340.2	3,340.2
Total	**$**	**1,733.0**	**6,949.0**	**8,682.0**
	%	20.0	80.0	100.0

* Includes expenditures from the Individual Vocational Rehabilitation Training Fund and a portion of the grants to Employment and Training Centres not allocated as Administration.

The following table provides more detailed information on the expenditures of the Individual Vocational Rehabilitation Training Fund eligible for cost-sharing under the LMAPD. In 2008/09, funding to the Employment and Training Centres changed from per diem to grant funding, resulting in a reduction in the Vocational Rehabilitation Training Fund. Vocational Rehabilitation expenditures will remain the same overall but the Vocational Training Fund will only reflect part of this expenditure.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND
2008/09

Activity	Expenditures ($000)
Educational Training	772.4
Vocational Training	130.1
Transportation	290.5
Special Support Services	672.1
Miscellaneous	11.5
Total	**1,876.6**

Additional Family Services and Housing Programming

Manitoba Family Services and Housing provides other programming eligible for cost-sharing under the LMAPD. These programs include: Enhanced Vocational Rehabilitation Services, Day Services Follow-up Services, additional EIA Benefits, EIA Work Incentive Program and the market*Abilities* Initiatives.

Enhanced Vocational Rehabilitation Services

As part of the Rewarding Work strategy to enhance employability, encourage work, ease the transition to employment and support employment retention, Manitoba Family Services and Housing is enhancing Vocational Rehabilitation services to improve employment outcomes for participants. This includes additional staff resources to address service waitlist and a disability awareness campaign targeting employers to create greater awareness that people with disabilities should be considered for jobs based on what they can do, not by what they cannot do, connecting employers to qualified people and promoting the skills and potential of hard working Manitobans with disabilities.

Day Services Follow-up Services

The Supported Living Program, Day Services provides a range of supports to people with mental disabilities. One component of Day Services is the provision of Follow-up Services to participants employed in the community and receiving minimum wage or higher. Most Follow-up Services are provided at the employment site by a variety of agencies.

In 2008/09, Follow-up Services were provided to 162 participants. Of those, 117 participants received services in Winnipeg, 8 in Westman, 9 in Eastman, 10 in Central, 17 in Interlake and 1 in Northern.

Additional EIA Benefits

The Rewarding Work strategy also provides for additional budgetary measures to further assist Employment and Income Assistance participants to prepare for employment and make a smooth transition from income assistance to work.

The Get Started! allowance assists participants who move from Employment and Income Assistance to work with a one-time payment to help with job-related expenses. In 2008/09, 16 participants received the Get Started! allowance.

The Rewarding Volunteers benefit provides persons with disabilities on income assistance and who do volunteer work with extra monthly support. The benefit will encourage and reward volunteerism and cover related costs. In 2008/09, 53 participants received the Rewarding Volunteers benefit.

EIA Work Incentive Program

Manitoba Family Services and Housing's Employment and Income Assistance Division administers the Work Incentive Program. This program provides work incentives, in the form of earnings exemptions, to encourage and support participant attachment to the labour force.

The work incentive formula allows individuals to retain portions of income earned while maintaining income assistance benefits. The Work Incentive Program also includes exemptions for certain work expenses and it is this category that is eligible for cost-sharing under the LMAPD.

In 2008/09, transportation expenses were provided to 1,124 participants, clothing expenses were provided to 1,603 participants and telephone and other miscellaneous expenses were provided to 19 participants. Participants may be counted more than once if they are receiving more than one type of work related expense.

marketAbilities Initiatives

As part of the Rewarding Work Strategy, Manitoba Family Services and Housing introduced the market*Abilities* initiatives which support persons with disabilities to prepare for, find and keep jobs.

The market*Abilities* Fund supports innovative employment partnerships to help persons with disabilities living in rural and northern regions to find and keep sustainable employment. The fund will help to close service gaps in rural areas and increase cooperation between potential employers and other community stakeholders.

In 2008/09, the market*Abilities* Fund supported 5 projects that assisted 53 participants. Of those, 23 participants had some employment during the year.

The market*Abilities* Team is composed of specialized staff in the Winnipeg, Interlake and Central regions that assist persons with disabilities enrolled in the Employment and Income Assistance Program to transition to employment. The Team identifies individuals interested in employment, assesses their employment needs, promotes their employment abilities and provides employment-related supports and services. The Team also refers individuals to appropriate employment organizations for people with disabilities.

As of the end of March 2009, the market*Abilities* Team provided support and services to 248 participants. Of those, 118 were referred to appropriate programming and 88 secured employment.

Expenditures

The following table provides a breakdown of these additional Manitoba Family Services and Housing program expenditures for 2008/09.

OTHER FAMILY SERVICES AND HOUSING PROGRAMS
2008/09

Program		Expenditures ($000)		
		Administration	Program	Total
Enhanced VR Services		0.0	187.8	187.8
Day Services – Follow-Up Services		0.0	160.3	160.3
Additional EIA Benefits		0.0	12.9	12.9
EIA Work Incentive Program		0.0	564.6	564.6
market*Abilities* Initiatives		0.0	456.1	456.1
Total	**$**	**0.0**	**1,381.7**	**1,381.7**
	%	0.0	100.0	100.0

MENTAL HEALTH PROGRAMS

There are several LMAPD eligible programs and services, directly or indirectly supported by Manitoba Health, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a "Choose, Get and Keep" approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant's values and qualifications. Three major "choosing" activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major "getting" activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant's skills and supports. Three major "keeping" activities are skill development, service co-ordination and consultation.

Description of Programs and Services

Employment activities cost-shared under the LMAPD, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health;
- services delivered by the regional health authorities; and
- services provided by external agencies and funded by a regional health authority.

Services Funded Directly Through Manitoba Health

Selkirk Mental Health Centre

The Selkirk Mental Health Centre is a provincial health care facility that provides long-term mental health and post acute acquired brain injury treatment and rehabilitation services, acute psychiatric treatment for residents of Manitoba and Nunavut, and long-term forensic rehabilitation.

The primary goal of the Selkirk Mental Health Centre's Vocational Rehabilitation Services (VRS) is to explore vocational interest and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities. Services provided primarily relate to the pre-employment ("Choose") phase of the "Choose, Get and Keep" approach.

Selkirk Mental Health Centre's Vocational Incentive Program provides work-oriented experiences in different workstations within the Centre. Work placements can also be arranged through community employers with on-site job coaching provided by VRS staff. The Program provides individuals the opportunity to learn, develop or improve work skills and habits that will increase their employment potential. The program also provides opportunity for assessment and training in specific work activities, and enables individuals to maintain their work skills in a structured setting.

In 2008/2009, Selkirk Mental Health Centre provided vocational rehabilitation services to 110 individuals. Of those, all 110 individuals were involved in "Choose" related activities. An average of 46 individuals participated in the Vocational Incentive Program on a weekly basis.

Mental Health Programs Administration

Although the direct delivery of a majority of mental health services has devolved to the regional health authorities, Manitoba Health continues to be responsible for overall standards in province-wide programs and for the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, Manitoba Health is responsible for providing financial support to the regional health authorities for services provided to the community.

Services Delivered by the Regional Health Authorities

The eleven regional health authorities are responsible for the direct delivery of core mental health services to clients (10 in rural/northern Manitoba, 1 in Winnipeg). These services are delivered through the Community Mental Health Program by different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors and Proctors.

Community Mental Health Program

The regional health authorities' Community Mental Health Programs provide services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

Employment-related services are delivered by four types of workers within the respective Community Mental Health Programs:

- Generic Community Mental Health Workers;
- Intensive Case Managers;
- Employment Development Counsellors; and
- Proctors.

Community Mental Health Workers

Community Mental Health Workers (CMHW) provide comprehensive assessment, planning, intervention and rehabilitation services to adults experiencing acute or severe and persistent mental illness. CMHWs assist individuals in dealing with crises, link them with clinical supports and other resources, and provide counselling and case management services.

Intensive Case Managers

Intensive Case Managers (ICM) provide a rehabilitation case management model of service to individuals with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

Employment Development Counsellors

Employment Development Counsellors (EDC) assist adults with a psychiatric disability in choosing, getting and keeping a job. The EDCs engage in all aspects of case management, job and resource development, and skill development with clients. In some situations, EDCs conduct the skill development training; in more involved and intense interventions, the EDCs engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the needs of clients. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., Vocational Rehabilitation Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in waking up, preparing for work; and
- providing support through vocational crisis.

In 2008/09, the Community Mental Health Program provided employment related services to 1,352 individuals.

Proctors

Proctors are casual support workers who provide support and assistance to individuals with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the LMAPD relates to the percentage of time focused on work-related supports such as job coaching, individualized "Choose" activities, and work skills training. In 2008/09, 367 proctors provided services to 831 clients. Of those, 124 clients received employment-related Proctor services.

Program of Assertive Community Treatment

The Winnipeg Regional Health Authority has two self-contained Program of Assertive Community Treatment (PACT) teams which assists individuals with severe and persistent symptoms of mental illness to select, secure and maintain employment.

The multidisciplinary PACT team (i.e., psychiatrist, social workers, nurses, and other professionals) provides rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia, bipolar disorder or a major psychotic disorder. Program activities include:

- employment counselling;
- skill development;
- vocational crisis intervention and management;
- pre-employment training;
- education support and facilitation;
- job search development skills;
- accessing the hidden job market; and
- ongoing active employment support.

In 2008/2009, PACT Hargrave provided services to 83 individuals, of which 38 were involved in LMAPD eligible activities. Of those, 16 were employed, 6 participated in volunteer work, 8 were involved in active job search and 8 attended school.

In 2008/2009, PACT Leila provided services to 44 individuals, of which 21 were involved in LMAPD eligible activities. Of those, 7 were employed, 5 participated in volunteer work, 7 were involved in active job search and 2 attended school.

Eden Mental Health Centre

Eden Mental Health Centre is a division of Eden Health Care Services which operates a continuum of mental health services. Eden Mental Health Centre provides adult acute in-patient treatment services as well as community mental health services to the Central Regional Health Authority on a service contract basis.

Employment preparation related services are provided by the Centre's community mental health workers through the provision of intensive case management services. The Occupational Therapy department also provides employment preparation related services. These services are considered to be in the initial "Choose" stage.

When clients express an interest in employment they are referred to Eden's Segue Career Options which is the vocational division of Eden Health Care Services. Segue Career Options provides employment activities in the "Choose, Get and Keep" stages.

In 2008/09, Segue Career Options provided employment preparation related services to 47 people with psychiatric disabilities. Of those, 12 were involved in "Choose" related activities, 16 were involved in "Get" related activities and 19 were involved in "Keep" related activities. Segue Career Options is also an Employment and Training Centre for the Vocational Rehabilitation Program.

Services Delivered by External Agencies

There are five external agencies cost-shared under the LMAPD that are funded by the Winnipeg Regional Health Authority and provide employability services to mental health consumers.

Doray Enterprises Inc.

Doray Enterprises provides support, guidance and training for participants with severe and persistent psychiatric illness. Doray provides three functional areas of service:

Active Rehabilitation Program
In a controlled, low-pressure environment, participants develop basic work habits and perform variable light assembly tasks. Ongoing assessment, evaluation and support is provided to assist participants explore whether paid work might be a manageable and realistic goal for themselves.

Community Employment Support Program
Participants are active in competitive work settings for work experience, trial employment or permanent employment with supports.

Long-term Participation
Long-term participation is provided to individuals who are not intending to pursue competitive employment in the near future, but who wish to participate within the secure environment at Doray. The long-term participation component of programming does provide shorter-term work experience, volunteer positions and potential permanent work in order to maximize participants' chances of actively pursuing competitive employment goals.

In 2008/09, Doray served 72 individuals. Of those, 34 were involved in active rehabilitation, 29 were involved in long-term support and 9 received supports while in competitive employment.

Rehabilitation and Recovery Services (Canadian Mental Health Association)

Rehabilitation and Recovery Services, a service of the Canadian Mental Health Association, Winnipeg Region, assists mental health consumers in selecting, securing and maintaining employment.

Service activities related to employment include:

- employment counselling
- skill development
- school-to-work transition
- vocational crisis intervention and management
- pre-employment training (e.g., work experience)
- post-secondary education support
- ongoing active employment support
- supported employment, and
- self-employment.

In addition, the service assists mental health consumers who want to return to school to a career goal, explore educational options, access funding and complete their course of study.

In 2008/09, Rehabilitation and Recovery Services assisted 62 individuals to work on an employment goal. Of the ongoing participants, 20 found new or other employment and 14 were supported in employment obtained in previous years. Of the new participants, 20 had an employment goal and 6 found new or other employment. There were 11 participants that were discharged. Of those, 3 were working full time, 4 were working part time and 4 were not working at time of exit. Some participants received more than one service throughout the year and are counted more than once.

Self Starting Creative Opportunities for People in Employment Inc.

Self Starting Creative Opportunities for People in Employment Inc. (SSCOPE) is a non-profit mental health agency incorporated in 1991 that provides casual work opportunities for men and women living in Winnipeg, who are coping with mental health problems and seeking meaningful work experience. "Real work...Real income" is its motto.

SSCOPE offers attainable work experience at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. The program provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is

the only service in Winnipeg which seeks to meet the need for casual work opportunities at labour market rates for consumers of mental health services.

SSCOPE provides services such as light hauling, furniture and other moving, lawn care, snow removal, building and general cleaning and other odd jobs to seniors, community centres, private businesses, government departments and other residents of Winnipeg.

SSCOPE staff secures work opportunities and matches the needs of each job with existing skills of participants. Support Worker staff accompany an individual to a job site to provide support, guidance, on-the-job training, transportation and customer relations while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise. Members themselves initiate the process of booking the work shifts they wish to have.

In 2008/09, an average of 29 individuals were employed by SSCOPE each month, for a total of 2,247 hours of employment created over the full year. This was an increase of 1 person on average employed per month and an increase of approximately 100 hours of total employment for the year.

In 2008/09, there were 17 existing worker-members and 44 new worker-members registered with SSCOPE. Of those, approximately 3 participants moved on to full-time or part-time employment elsewhere.

Selkirk and Interlake Mental Health Support Centres Inc.

One of the goals of the Selkirk and Interlake Mental Health Support Centres is to train and develop individuals with persistent mental illness to maximize their employment potential in a supportive work environment. Employment Development Counsellors meet with clients on an individual basis to seek and maintain employment in the community.

The Selkirk and Interlake Mental Health Support Centres operate a Transitional Employment Program in which positions at different levels of skill and difficulty are created in the community. There are five positions available at all times; as one participant leaves another participant is hired for the position. The Interlake Regional Health Authority manages this program.

In 2008/09, 33 people participated in employment programs in Selkirk, Ashern, Lundar and Arborg. Of those, 24 are continuing in the program and no participants found employment within the community. Three participants who obtained employment in prior years were sustained in employment after experiencing a vocational crisis.

Ventures

Ventures is a vocational skills assessment and training program primarily for adults with significant mental health issues that have compromised the individual's capacity for obtaining and maintaining employment. Ventures provides an assessment of current basic vocational skills and, as appropriate, specific goal-directed training to strengthen or build these skills. Focused work training plans are developed with individuals to address their specific needs. Ventures has a number of partners that provide work-training opportunities in job stations both within the regional health authority and the Brandon community.

In 2008/09, Ventures provided employment related services to 50 individuals. Of those, 22 had attended the program for less than 2 years and 28 had attended the program for more than 2 years. In 2008/09, 4 clients obtained full-time or part-time employment as a result of participating in the program.

Program Results Indicators

The following tables provide a detailed breakdown, by program or service, of the number of mental health clients who received employability services during 2008/09.

MENTAL HEALTH PROGRAM 2008/09	
Program / Service	**Number of Individuals**
Selkirk Mental Health Centre	110
Community Mental Health Program	1,352
Proctors	124
Program of Assertive Community Treatment	59
Eden Mental Health Centre (Segue Career Options)	47
Doray Enterprises	72
Rehabilitation and Recovery Services	62
SSCOPE	61
Selkirk and Interlake Mental Health Support Centres	33
Ventures	50
Total	**1,952**

MENTAL HEALTH PROGRAM 2008/09	
LMAPD Program Indicators	**Number of Individuals**
1. Number of people actively participating in programs	1,561
2. Number of people successfully completing programs	393
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	980
4. Number of people employed after participation	996
5. Number of people sustained in employment in the case of vocational crises	486

Expenditures

Mental Health expenditures for programs and services eligible for cost-sharing in 2008/09 under the LMAPD are provided in the following table.

MENTAL HEALTH PROGRAMS
2008/09

Program		Expenditures ($000)		
		Administration	Program	Total
Institutional Mental Health Centre		80.4	1,127.4	1,207.8
Community Mental Health Program		468.5	6,747.8	7,216.3
Mental Health Programs Admin		142.4	0.0	142.4
Doray Enterprises		0.0	66.3	66.3
Proctors		0.0	1,082.5	1,082.5
Program of Assertive Community Treatment		0.0	736.1	736.1
Rehabilitation and Recovery Services		0.0	283.5	283.5
SSCOPE		0.0	101.7	101.7
Selkirk and Interlake Mental Health Support Centres		0.0	84.1	84.1
Ventures		0.0	78.2	78.2
Total	**$**	**691.3**	**10,307.6**	**10,998.9**
	%	6.3	93.7	100.0

ADDICTIONS PROGRAMS

Manitoba Health funds sixteen agencies that provide treatment for alcohol and drug addictions, two of which are cost-shared under the LMAPD. There is a significant link between reducing the use of substances and obtaining employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate in the labour force is severely limited. For these individuals, the risk of harm associated with the use of addictive substances will therefore impact on their ability to participate meaningfully in society.

The Canadian Human Rights Commission and the Manitoba Human Rights Commission recognize persons that are dependent on alcohol, drugs or other addictive substances as having a physical or mental disability.

Description of Programs and Services

The main focus of these agencies is to work with clients in treating their addiction(s). Within each treatment program, there is an employability component that concentrates on supporting clients by assisting them in the development of the skills required to prepare for, attain or retain employment.

Addictions Foundation of Manitoba

The Addictions Foundation of Manitoba (AFM) programs provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

Administration

Administration at AFM consists of the Executive component which provides policy direction and goal setting which govern all aspects of AFM's operations. The Finance, IT and Human Resource component provides financial management, information system management and human resource services to all program areas of AFM. The Corporate

Resources component provides public relations, awareness information and library services regarding alcohol and other drug use/abuse. The Program Evaluation and Accountability area focuses on demonstrating accountability by evaluating the programs offered to clients.

Adult Residential Programs

AFM's Adult Residential Programs facilitate a participant's reintegration from the structured environment of a residential rehabilitation setting back into the community. The participants are men and women 18 years of age and older who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

This program is designed to return the participant to an optimal level of functioning by dealing with the impact of an addiction. The program allows participants to stabilize vocational crisis matters and provides skills for preparing and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon (1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

Adult Community-Based Programs

Similar to residential programs, AFM's Adult Community-Based Programs are designed to facilitate the return of a participant to an optimal level of functioning which includes employability. The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

This program provides participants living in the community with a supportive environment and information regarding risks and other life

functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist. As with residential programs, employment-focused skill development is provided to enable participants to obtain or retain employment. Upon completing the program, participants may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

Methadone Program

The direct clients of the Methadone Program are individuals who have been diagnosed as being opiate dependent. The program provides methadone dispensing, urine testing, counselling and planning/goal setting, education, vocational stabilization and employment readiness for opiate dependent clients. Methadone maintenance enables individuals to function normally and to perform mental and physical tasks without impairment.

The goal of the program is to allow individuals the opportunity to safely withdraw from opiates and to develop and maintain positive daily functioning including the attainment and maintaining of employment.

Workplace Services

Workplace intervention is an effective process to address employment matters which may be related to addiction issues and any compounding personal problems. Workplace services include workplace interventions, policy development, consultations, customized training and employee awareness seminars.

Behavioural Health Foundation

Behavioural Health Foundation is a long-term (3 to 6 months recommended, longer stays allowed) residential, co-occurring disorder treatment facility providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program is designed to offer graduated opportunities for equipping individuals with the vocational, intellectual and communicative skills necessary for successful reintegration into society, while remaining free from addictive behaviours.

Men's, Women's and Family Program

Behavioural Health Foundation's Men's, Women's and Family Program provides services for men, women and dependent children who are unable to function satisfactorily in their lives because of an addiction and/or mental health concern. The focus of the program is to assist individuals to develop positive lifestyle changes by pursing further education or employment and reducing or eliminating addictions to alcohol and other drugs.

Through individual and group counselling, residents become aware of the dynamics of addiction, and how to experience emotions and feelings without the use of chemicals. A focus on conflict resolution and assertiveness skills, as well as communication and problem solving techniques, assists residents in developing constructive coping behaviours. Educational and vocational training, as well as developing and enhancing employment-related skills, are presented as methods of creating positive lifestyle changes.

Staff at the Behavioural Health Foundation work with residents to overcome their addiction by utilizing a variety of pre-employment preparation activities, including skill assessments, resume writing, interview skills, acquiring positive work attitudes, habits and skills, establishing work routines and pursuing education.

This program includes training for and referrals to employment. Graduates of the program are those individuals who have not only corrected the destructive behaviours that brought them to the Behavioural Health Foundation, but have also obtained meaningful employment or entered education or vocational training programs. Continued support is provided to clients after they have secured employment or entered training programs.

Program Results Indicators

The following table provides a detailed breakdown, by program or service, of the number of addiction program participants who received employability services during 2008/09.

ADDICTIONS PROGRAMS
2008/09

LMAPD Program Indicators	Number of Individuals	
	AFM	BHF
1. Number of people actively participating in programs	6,272*	273
2. Number of people successfully completing programs	2,945	184
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	N/A	97
4. Number of people employed after participation	N/A	56
5. Number of people sustained in employment in the case of vocational crises	N/A	10

* This number includes all individuals who participated in any AFM Adult Rehabilitation or Adult Community Programs.

Expenditures

In 2008/09, addictions program expenditures for programs and services eligible for cost-sharing under LMAPD totaled $4,934.8. The following table provides a breakdown of these expenditures.

ADDICTIONS PROGRAMS
2008/09

Agency		Expenditures ($000)		
		Administration	Program	Total
Addictions Foundation of Manitoba		1,355.3	2,355.2	3,710.5
Behavioural Health Foundation		510.2	714.1	1,224.3
Total	**$**	**1,865.5**	**3,069.3**	**4,934.8**
	%	37.8	62.2	100.0

EDUCATION, CITIZENSHIP AND YOUTH

The MB4Youth Division of Manitoba Education, Citizenship and Youth is committed to ensuring that youth have access to learning, training, employment, career development resources, volunteer and leadership opportunities, citizenship education, opportunities to be engaged in their community and information related to provincial youth programming and services. MB4Youth continues to support youth, students and unemployed Manitobans in the transition to and from work and school, and has continued to develop successful partnerships with employers and community organizations throughout the Province.

The goals of the MB4Youth Division are:

- To support youth to continue their education, plan for their careers and enter the workforce;
- To involve and engage Manitoba youth in a variety of opportunities that promote citizenship, leadership, volunteerism and community involvement;
- To provide Manitoba Youth with timely and relevant information on divisional and provincial youth programming;
- To ensure that the division's programs and services include youth in a variety of vulnerable circumstance; and
- To manage divisional operations in an effective and efficient manner.

These goals are achieved through the delivery of over 30 programs and services throughout Manitoba for students and youth between the ages of 16 and 29. The division uses employment equity policies as a guiding principle and one of the programs that demonstrate this is CareerOptions for Students with Disabilities. This program creates employment opportunities in the provincial government for students who have disabilities.

CareerOptions for Students with Disabilities

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services that provides salary dollars and full-time equivalents to provincial government departments to hire high school and post-secondary students with disabilities in career-related jobs. Post-secondary students are able to use and expand existing skills and develop new skills while high school students may experience their first job.

Although most of the jobs occur during the summer months, part-time jobs are also available for post-secondary students during the school year through the Part-Time STEP program.

Students are assessed to determine their skills, education, employment interests, career goals and work place accommodations, when required. Students must be 16 years of age or over on or before their first day of work. Students must be currently enrolled in school full-time (or part-time due to their disability) and returning to studies in the next academic year or be out of school for approximately one year due to their disability and returning to studies in the next academic year.

The purpose of CareerOptions is to be inclusive of all students and break down the barriers that students with disabilities face in their career path. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

In 2008/09, 159 students registered with CareerOptions for Students with Disabilities Program, of which, 51 students were placed in employment positions. Of those, 35 students worked in full-time positions, 9 students worked in a combination of full-time and part-time positions and 7 students worked in part-time positions.

Expenditures

In 2008/09, CareerOptions expenditures for programs and services eligible for cost-sharing under LMAPD totalled $214.3. The following table provides a breakdown of these expenditures.

EDUCATION, CITIZENSHIP AND YOUTH
2008/09

Program		Expenditures ($000)		
		Administration	Program	Total
CareerOptions for Students with Disabilities	$	0.0	214.3	214.3
	%	0.0	100.0	100.0

SOCIETAL INDICATORS

Conducted annually, the Statistics Canada Survey of Labour and Income Dynamics (SLID) data provides information about employment, earnings and education levels of the Canadian population.

From the SLID data, the following tables provide the societal indicators on the labour market participation of persons with disabilities related to the employment rate, employment earnings and educational attainment of persons with and without disabilities in Manitoba for 2007.

Employment Rate

Employment count of individuals (in thousands), aged 16-64 by sex and disability status, Manitoba 2007.

Employment Status	Total		Persons with a Disability		Persons without a Disability	
	Total	%	Total	%	Total	%
All Males and Females						
Total	740	100.0	140	100.0	471	100.0
Employed	418	56.4	74	52.8	340	72.1
Unemployed	F	0.4	F	1.3	F	0.2
Not in the labour force	88	11.8	39	28.1	41	8.7
Other	116	15.6	25	17.7	89	18.9
Males						
Total	372	100.0	68	100.0	234	100.0
Employed	216	58.0	36	53.7	177	75.8
Unemployed	F	0.3	F	1.4	F	F
Not in the labour force	34	9.1	18	26.5	12	5.0
Other	59	15.8	12	18.4	45	19.3
Females						
Total	369	100.0	73	100.0	237	100.0
Employed	202	54.8	38	51.9	163	68.6
Unemployed	F	0.6	F	1.3	F	0.5
Not in the labour force	54	14.6	22	29.6	29	12.3
Other	57	15.5	12	17.1	44	18.6

Note: Count of F indicates sample size is too small to be reliable.

Employment Earnings

Distribution of earnings of individuals (in thousands), aged 16-64 by sex and disability status, Manitoba 2007.

Earnings	Total		Persons with a Disability		Persons without a Disability	
	Total	%	Total	%	Total	%
All Males and Females						
Total	667	100	110	100	445	100
1-4999	89	13.3	21	19.2	54	12.2
5000-19999	177	26.5	28	25.1	110	24.7
20000-29999	98	14.7	11	10	69	15.6
30000-39999	91	13.6	18	16.8	57	12.9
40000-49999	63	9.4	10	8.7	46	10.4
50000-59999	46	6.8	8	7.6	31	7
60000$ and over	105	15.7	14	12.6	77	17.3
Male						
Total	345	100	56	100	228	100
1-4999	35	10.3	10	17.5	20	8.9
5000-19999	72	21	10	18.5	44	19.4
20000-29999	46	13.3	F	8.9	32	13.9
30000-39999	51	14.9	12	20.9	31	13.7
40000-49999	34	9.7	F	8.2	25	10.8
50000-59999	30	8.8	F	9.2	21	9.1
60000$ and over	76	22	10	16.9	55	24.2
Female						
Total	322	100	54	100	217	100
1-4999	53	16.5	11	21	34	15.7
5000-19999	104	32.4	17	32.1	66	30.3
20000-29999	52	16.1	6	11.2	38	17.4
30000-39999	39	12.2	F	12.4	26	12
40000-49999	29	9.1	F	9.3	21	9.9
50000-59999	15	4.8	F	6	10	4.7
60000$ and over	29	8.9	F	8	22	10

Note : Count of F indicates sample size is too small to be reliable.

Education Level

Highest level of education of individuals (in thousands), aged 16-64 by sex and disability status, Manitoba 2007.

Education Level	Total		Persons with a Disability		Persons without a Disability	
	Total	%	Total	%	Total	%
All Males and Females						
Total	889	100	219	100	528	100
Less than high school diploma	188	21.1	68	30.9	91	17.3
Obtained High school diploma	137	15.4	31	14.1	86	16.2
Some post-secondary (no certificate)	121	13.7	23	10.4	81	15.4
Non-university post-secondary certificate	227	25.6	50	23	152	28.8
University certificate	147	16.6	34	15.7	96	18.2
Males						
Total	437	100	101	100	259	100
Less than high school diploma	98	22.6	34	33.7	50	19.1
Obtained High school diploma	68	15.5	11	11.1	44	17.1
Some post-secondary (no certificate)	64	14.7	12	11.9	43	16.5
Non-university post-secondary certificate	101	23.1	24	23.9	64	24.8
University certificate	70	16	15	14.9	45	17.4
Females						
Total	452	100	119	100	269	100
Less than high school diploma	89	19.7	34	28.5	42	15.4
Obtained High school diploma	69	15.3	20	16.7	41	15.4
Some post-secondary (no certificate)	57	12.6	11	9.2	38	14.3
Non-university post-secondary certificate	126	28	26	22.2	88	32.7
University certificate	77	17.1	19	16.4	51	19

Conclusion

CONCLUSION

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist people with disabilities. Beginning with the VRDP cost-sharing agreement, governments have worked collaboratively to provide people with disabilities with comprehensive vocational rehabilitation programs and services.

Successive cost-sharing agreements between governments, including the EAPD, continue to enhance the independence and ability of people with disabilities to contribute socially and economically through employment in the competitive labour force. Most recently, the LMAPD demonstrates government commitment to further the aims of integration and full citizenship of people with disabilities.

Manitoba is committed to the integration of people with disabilities into the labour market and regards the LMAPD as an opportunity for Manitoba to build on the successes of the VRDP and EAPD Agreements and further enhance its programs and services for people with disabilities.

Cette information existe également en français.